

Indiana Principal Leadership Academy **SPECIAL EDITION**

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Systematic IMPROVEMENT IN OUR SCHOOLS

by Dr. Suellen Reed
Superintendent of Public Instruction

6th, and in Mathematics Indiana ranked 16th.

It is very gratifying to have Indiana's standards recognized in such a positive light. And, it should give you added incentive to ensure that every teacher in your school building has access to the standards in all subject areas. This is the only way that teachers can frame their instructional strategies appropriately, based upon the expectations of what all students need to know and be able to do that are expressed in the Guides.

As a building principal and leader, your example will be modeled and acted upon. The more you learn from ISTEP+ results, along with the results of local classroom assessments and writing projects, and their use in ensuring a tight, consistent, and "makes sense" approach to linking curriculum, instruction, and assessment, the more your staff members and community members will be empowered to do the same.

Take the time to really roll up your sleeves and disaggregate your test data. If you were not able to attend one of the Department's regional workshops on test data disaggregation, contact your testing coordinator for more information. As a building principal, you hold tremendous influence over the motivation to learn and grow among your staff members and students.

It has been more than a month since the statewide 1997 ISTEP+ results were released to the public. It has been more than two months since schools received the many reports that ISTEP+ generates. These reports provide valuable information that can be used not only to assess individual student's strengths and weaknesses, but also to find where curriculum, instruction, and assessment are closely aligned and places where there exist "holes" in either curriculum choices or instructional strategies.

How closely have you examined your school's reports? ISTEP+ reports contain a wealth of information, some of which is ignored or set aside until it is too late to make the changes necessary to more closely align your school's curriculum, instruction, and assessments. Linking these three critical components must continue not just on ISTEP+ but in all of our subject areas.

Recently the Fordham Foundation released four reports that evaluate the standards of 46 of the 50 states. These standards, in Indiana the Proficiency Guides in core subject areas, provide the basis for curriculum choices. Indiana's Science Proficiency Guide was ranked 1st, in Geography Indiana ranked 2nd, in History Indiana ranked

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EXTRAordinary People

by Deb Lecklider, Executive Director

For the past two years I have had the opportunity to write for the IPLA Special Edition newsletter. This important communication tool travels to every principal and superintendent in the state of Indiana. Selecting a *theme* has been an arduous task. I have always believed that people are the most important resource we have. IPLA's Special Edition newsletter will feature extraordinary people in Indiana's schools.

Extraordinary people are not necessarily the people who are what **Dr. Todd Whitaker**, Indiana State University, calls "superstars." Extraordinary people are your every day hard-working individuals who have enormous compassion for kids, by the little things they probably do not even know they do.

"Extraordinary people excite; they guide; they warn; standing, as they do, in the corridors of imagination—statues of greatness, personifications of marvel and sorrow—they help us carry what comes to us as it came to them. They give our lives an imaginary dimension." (Author unknown)

As **Jack Parker**, IPLA Associate Director, and I visit schools and talk with principals, we are impressed with the *extraordinary people* in their buildings. The humble people who go the extra mile for kids and genuinely care about our most precious resource.

Often at workshops, I ask people to think about a time when they made a difference in a child's life. It is amazing how many wonderful heartfelt stories you hear. This compassion was extended to my son, Chase, who was cut from the 7th grade

basketball team. Many kids in our buildings face different degrees of challenges. I believe that all children need and deserve special doses of kindness. Kids need to know we care about them and are interested in how they are feeling. For anyone who has a son or daughter who did not make a team, you know how my son felt. Chase was devastated. The next morning, the last thing on his mind was his school work. All it took was a kind gesture from **Ron Davie**, who now is the Principal at Belzer Middle School in Indianapolis, who greeted Chase at the door and handed him a form for a church basketball league. He did not say anything; he just smiled warmly and handed him this form. This simple everything-will-be-okay display of compassion was all it took for Chase to go about his business.

Another example for this edition of *extraordinary people* occurred while visiting Marie Thurston Elementary School in Alexandria. Jack and I met secretary **Louise Hieatt** and custodian **Connie Thomas**. IPLA graduate and current facilitator, **Paul Tunnell**, told us about these two exceptional ladies.

Louise Hieatt has been the secretary at Thurston since the fall of 1955 and has worked for six different principals. "What would school be like WITHOUT Louise?" laughs second-grade teacher **Vi Hiser**, one of Thurston's own students, who remembers Louise as the secretary when she was



Pictured from left - Connie Thomas, Paul Tunnell, Louese Hieatt

growing up. Teachers describe her as "Mother Louise" because she has a good heart and a listening ear. **Connie Thomas** is not "just a custodian" according to librarian Karen Quinn. She is the Student Council adviser at Thurston and organized their annual fund-raising week for Riley Hospital for Children called "Caring and Sharing for Riley." They earned more than \$1,000 over the past three years to aide medical facilities and research. She also helps to organize "Make a Difference Day," a day set aside to make life a little better for someone else.

It is amazing how *extraordinary people* do those little things that make such a big difference in the life of a child.

What are some kind gestures displayed by *extraordinary people* in your building or community? Who are the *extraordinary people* who make a difference in a child's life? In each issue of Special Edition, we will collect and celebrate individuals who are *extraordinary people*. If you have an *extraordinary* person in your building, (and I am sure that you do) please call, we want to share their story.

The IPLA EXPERIENCE

The IPLA Experience: Through the Eyes of the Process Observer

by Rebekah I. Baker, First Grade Teacher
Shadeland Elementary, Anderson Community Schools

As the 1997 IPLA Aspiring Principal Scholarship recipient, I have had the opportunity to see first hand what a valuable experience the Academy provides Indiana's educational leaders. Last January, when my scholarship was presented, I did not know what a wonderful, fun-filled, learning experience was headed my way.

My first assignment was to attend one of IPLA's Summer Institutes and serve as a Process Observer. I selected the Team Building Institute, held in Nashville, Indiana, June 23-26, 1997. It was a wonderful professional growth opportunity for me. I even managed to have a little fun in the process. The talented group of facilitators, speakers, and IPLA staff made the week exciting and enlightening for everyone who attended.

The theme for last summer's Team Building Institute focused on "The Wizard of Oz." Each day was devoted to a particular character from the story.

During day one, participants ventured over the rainbow in search of a heart, symbolized by the "Tin Man." Teams were photographed, challenged, blind folded, and literally "roped" into various activities. All of which were essential building blocks in the team building process.

Day two left us up to our ears in straw and knowledge symbolized by the "Scarecrow." Teams played "Desert Commando" during the Desert Survival Situation. They learned, from Don Jantzi, the importance of prioritizing the "big and little rocks" (tasks) that fall into our lives. The day ended with red,



white, blue, green, yellow and black hats everywhere, as Debono's Six Hats Theory was reviewed. Day Three, or "Dorothy" day, focused on home and family. Individuals learned about their "animal instincts" and how they react when faced with conflict. There was a lot of talk about the stages of Team Building: Forming, Storming, Norming, and Performing.

The Institute ended with a day of courage, symbolized by the "Lion." The Year One and Advanced groups came together to demonstrate all they had learned, during the past three days, through songs and skits. Look out Saturday Night Live!

Through this four-day experience, I learned the importance of functioning as a team. If an organization does not operate as such, where everyone feels useful and valued, it will never achieve the best. When the organization comes together and functions like a well-oiled

machine, the possibilities are limitless. This was a valuable lesson for me professionally and personally.

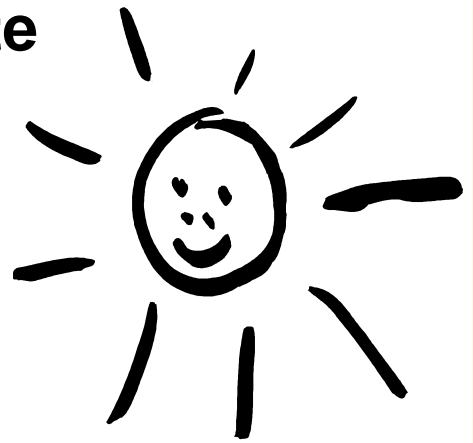
In July, I had a second opportunity to serve as Process Observer for the Facilitator Training sessions. This was yet another chance to see the effectiveness of the Academy. I was amazed at how two groups of people were able to come together and begin forming teams in a little more than twenty-four hours. The two teams played together, ate together, sang together, learned their ABC's of facilitation together, and developed their own unique and powerful symbols.

My days of being Process Observer are not over. I will be observing and reporting for IPLA group 31 and 32. This past February, I spent three days with the members of group 31, learning more about the Academy and its model of professional development.

I must admit that I was a little nervous about being a Process Observer. But, once I got started, there was no way to keep me quiet. I have enjoyed getting a bird's eye view of all that has taken place and reporting my observations at the end of each day. I am beginning to enjoy this process of being a "professional eavesdropper."

As Process Observer, it is my job to call them like I see them. In my humble opinion, I have found the IPLA experience to be one of great professional value. I can not wait to see what lies ahead!

IPLA 1998 Summer Institute Registration



Conference Site: Seasons Lodge & Conference Center
East State Road 46
Nashville, Indiana 47448

Dates: June 22 - 25, 1998

Registration Fee: \$99.00 per participant

Registration is limited. Applications will be accepted on a first-received, first-honored basis.

Registration Deadline: May 15, 1998

For Additional Information: Kelly Hannon, IPLA
Room 229, State House
Indianapolis, Indiana 46204-2798
(317) 232-9003
khannon@doe.state.in.us

- 15 CRUs are available for all participants -

School _____
School Corporation _____
Address _____
City/State/Zip _____
Telephone _____
Team Leader & Title _____

Please List Other Team Members' Names & Titles on a Separate Sheet.

Payment by: ☐ Check ☐ P.O.Enclosed ☐ Check to Follow

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Please make check payable and mail to:
IPLA Alumni Association, Inc. - Summer Institute - Room 229, State House
Indianapolis, Indiana 46204-2798

IPLA 1998 Summer Institute

Lodging Information

A block of rooms have been set aside for the Summer Institute at the Seasons Lodge & Conference Center in Nashville, Indiana until May 21, 1998. The Seasons requires a deposit for your lodging. Lodging cost and reservations are the responsibility of the conference participant.

**The Summer Institute will begin on Monday, June 22
and will adjourn after lunch on Thursday, June 25.**

Lodging Rates: \$65.00 for single or double occupancy

Reservations can be made by mail or by phone with the Seasons:

**Seasons Lodge & Conference Center
Post Office Box 187
Nashville, Indiana 47448
1-800-365-7327 or 1-812-988-2284**

**** Send All Room Reservations To The Seasons Lodge & Conference Center ****

Name _____

Address _____

City/State/Zip _____

Home Telephone _____

School Telephone _____

Number of Rooms @ \$65.00 flat rate: _____ SINGLE _____ DOUBLE

Date of Arrival _____ Date of Departure _____

Required Deposit:

☐

Check Enclosed

☐

Credit Card

Type _____

Expiration Date _____

Account Number _____

Signature _____

IPLA on the **WEB**

IPLA's web site has been up and running for over three months with over 1,500 hits! You can see your colleagues throughout the state in cameo photos from conferences and sessions or simply view a calendar of future IPLA events.

Our latest addition is a "List Server." A list server (list serve) is a way to share information via email. This information is distributed to everyone who has subscribed to the list serve. For instance, if you have information that you wanted to share, or a question that you wanted feedback from principals throughout the state, you would send an email to the list serve address. That message would then be sent to every subscriber. A subscriber can read the message and choose whether or not to respond at his/her convenience.

One of the most frequent comments we receive from participants is their appreciation of "network" time with other administrators:

"IPLA's list serve is a wonderful way to network on a continuing basis."

Please subscribe to IPLA's list server soon.
Instructions are on the IPLA web page.

Visit IPLA at www.doe.state.in.us/ipla



IPLA's staff is now complete!

RUTH-ANNE HERBER

joined IPLA in March as an
Administrative Assistant.

Ruth-Anne is a graduate of
Cathedral High School in
Indianapolis and she holds a
B.A. from Barat College in
Lake Forrest, Illinois.

W·A·N·T·E·D

FIRST YEAR PRINCIPALS

If you are completing your first year principalship, you are needed for a research project. This will require completing a brief survey regarding your preparedness for your first year as principal. Please send, call, or fax your name, address, phone number, and the name of the university from which you received your administrative license to:

Indiana Principal Leadership Academy
Room 229 State House
Indianapolis, IN 46204-2798
(317)232-9004 • Fax (317)232-9005





Aspiring Principal SCHOLARSHIP

The IPLA Alumni Association presented two scholarships for aspiring principals at its Annual Winter Conference in January. **Jill Beard**, Teacher at Mary Beck Elementary School in Elkhart, and **Colleen Moran**, Teacher at Granville Wells Elementary School in Jamestown each received a scholarship in the amount of \$2,000 over a two year period.

Recipients earned their scholarship through an application and interview process. In addition to the cash award, Beard and Moran will receive experiences through working with

IPLA that will further develop their abilities to be an administrator.

The Alumni Association is in its third year of giving scholarships to aspiring administrators enrolled in a non-traditional administrator training program. With this year's scholarships, IPLA Alumni renewed their commitment to assisting aspiring public school principals in the pursuit of their academic preparation.



Pictured from left - Troy Watkins, Irene Eskridge, Jill Beard, Colleen Moran, Dr. Suellen Reed, Warner Michener

ATTENTION IPLA GRADUATES!

If you have not yet joined the IPLA Alumni Association, there is still time. Along with hosting the Annual Winter conference and Summer Team Building Institute, the Association provides two-year scholarships to two aspiring principals. For \$10.00 you can continue to support IPLA in its endeavor to provide quality in-service to school administrators throughout the state. To join, send in the form below and a check for \$10.00 to:

Indiana Principal Leadership Academy Alumni Association
Room 229 State House, Indianapolis, IN 46204-2798

1998 Alumni Board Officers

Bob McDaniel, President
Alexandria Community Schools

Don Setterlof, Vice President
Cherry Tree Elementary School
Carmel

Cathy Dyer, Secretary
Mary Evelyn Castle Elementary School
Indianapolis

Leslie Hassfurder, Treasurer
Pittsboro Elementary School

IPLA ALUMNI ASSOCIATION - MEMBERSHIP ENROLLMENT

Name _____ Group _____
 School _____
 Street Address _____
 City, State, Zip _____
 Phone Number _____

What's Happening at IPLA

IPLA Staff

April 15	Group 32 Orientation Radisson Plaza Hotel, Indianapolis
April 16-17	Groups 29, 30, 31, 32 Radisson Plaza Hotel, Indianapolis
June 18-19	IPLA Alumni Association Board of Directors Retreat Radisson Hotel City Centre, Indianapolis
June 22-25	Annual Summer Team Building Institute Nashville, Indiana
July 20-21	Curriculum Planning Session Facilitation Teams Nashville, Indiana
July 23-24	New Facilitation Team Training Nashville, Indiana

Deb Lecklider, Executive Director
dlecklid@doe.state.in.us

Jack Parker, Associate Director
japarker@doe.state.in.us

Kelly Hannon, Program Director
khannon@doe.state.in.us

Ruth-Anne Herber, Administrative Assistant
raherber@doe.state.in.us

Maranda Cooper, Secretary
mcooper@doe.state.in.us

Pam Parker, Graphic Designer

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Indiana Department of Education
Room 229, State House
Indianapolis, Indiana 46204-2798